UCSF Medsounds Newsbreak

Weekly News for the UCSF Community VOL. 12, NO. 15 JULY 15, 1997

Academic Senate seeks to empower clinical faculty

By LISA CISNEROS

UCSF faculty are considering a way to give more salaried clinical faculty, in addition to Academic Senate members, a voice in electing top faculty representatives to UCSF Stanford Health Care.

At a special meeting last Tuesday of the Academic Senate, faculty discussed the need for broad-based input in nominating and voting for faculty leaders to the new enterprise. Extending such privileges to more clinical faculty would mark a shift in University politics since some clinicians do not have the same benefits granted to members of the Academic Senate.

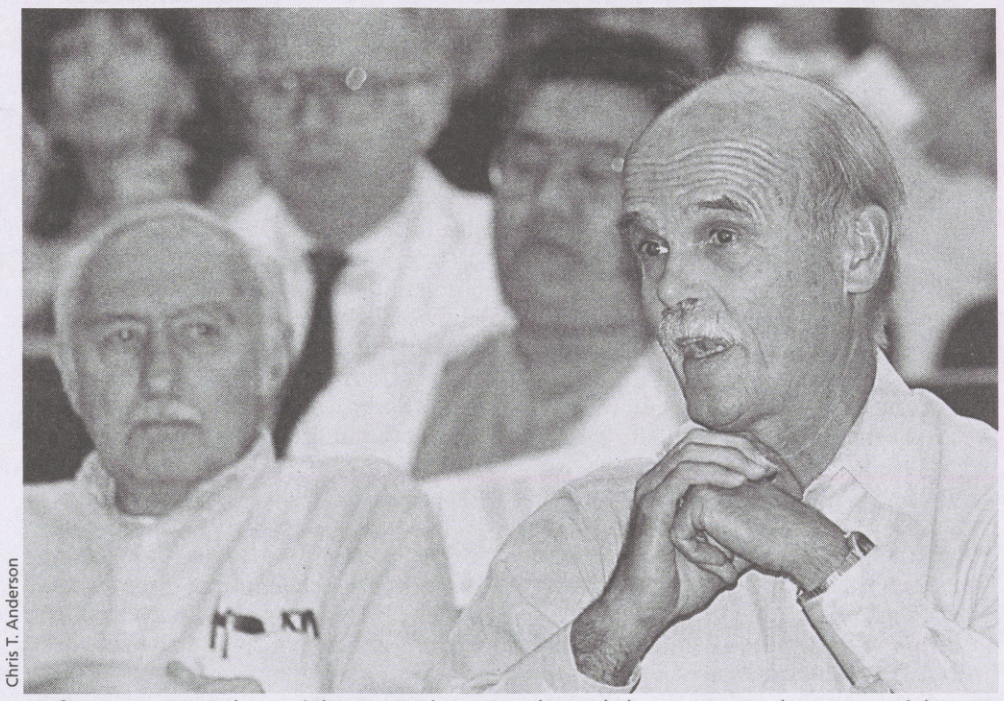
"One of the issues that frustrates me the most is that clinical faculty have been excluded from the Academic Senate," said Ron Miller, chair of the department of anesthesia. "As this merger goes forward, I think it's more crucial to address this issue and it can't take months or years in the University process."

Miller said that as faculty seek more involvement in UCSF Stanford Health Care, they should keep in mind that the main reason for the merger is to better support the University's academic mission.

Currently, members of the UCSF Academic Senate, who include assistant, associate or full professors in ladder rank or in-residence positions and faculty in what's called the "clinical X series," are the only faculty granted the right to elect a faculty representative to the new enterprise. Faculty in the clinical X series have a greater emphasis on clinical duties.

According to Neal Cohen, professor of anesthesia, proposals in the past to empower clinical faculty have been shelved largely because such modifications to the bylaws and regulations would require approval of the systemwide Academic Senate, a state-funded organization representing faculty from all UC campuses.

But on the eve of the largest medical center merger in UC history, most faculty agree that clinicians are major stakeholders in the proposed integration of UCSF and Stanford's health care services.



Chris T. Anderson

Professor Henry J. Ralston, right, responds to remarks made by a guest speaker at a special meeting of the UCSF Academic Senate on June 10 in Cole Hall.

"Clinical faculty do teaching, research and contribute to the academic community, but they are all not currently represented on the Academic Senate," Cohen said Thursday. "Many clinical faculty and members of the Academic Senate feel that's unfair to these faculty who supervise students and residents and will play an integral role in UCSF Stanford Health Care."

Although no formal vote was taken at last week's gathering at Cole Hall because it was not an official Academic Senate meeting, the faculty who spoke seemed to agree that more clinicians should have a voice in electing the UCSF Stanford faculty leader. One suggestion made at the meeting was to identify a way to boost the numbers of faculty in the clinical X series or those with titles such as assistant professor of clinical medicine, assistant professor of clinical surgery, etc.

Added to the faculty hierarchy a few years ago, clinical X series faculty enjoy all the privileges of their ladder rank colleagues and are voting Academic Senate members. But merely increasing the numbers of clinicians in this series isn't as easy as it sounds, Cohen explains, since there are restrictions on the numbers of faculty within each department that can join the series.

The second issue that has yet to be resolved is how non-Academic Senate clinical faculty can participate in an election process defined by the Academic Senate. In other words, faculty must develop a mechanism by which non-Academic Senate clinicians could elect faculty to UCSF Stanford Health Care, says Cohen, who chairs a committee commissioned by Chancellor Haile Debas that is defining a procedure for electing the representative. Cohen's committee, which consists of eight Academic Senate members representing all the schools, sent a proposal Thursday to Chancellor Debas for his approval.

"I feel that the clinical faculty are disenfranchised and need to have a vote in this process," said William Wara, chair of the Academic Senate and a member of Cohen's committee. "This is a way to empower them and we can do it by local action."

Indeed, Sandra Weiss, a professor of mental health nursing at UCSF and vice chair of the statewide Academic Senate, said that the bylaws allow non-Academic Senate members to vote on matters that are important to the Senate.

(See **Senate** on page 3)

Researchers to study acute and early infection of HIV

By ALICE TRINKL

UCSF researchers will focus on new and innovative ways to study how infection with HIV causes disease in adults, thanks to a four-year $4 million grant from the National Institute of Allergy and Infectious Diseases (NIAID), part of the National Institutes of Health.

Levy

Combining both basic and clinical studies, the new program will study acute and early infection with HIV, looking at how the virus causes disease in the very beginning of infection, how it affects the immune system, and what treatments have an effect on the amount of virus in the body and on strengthening the immune system early in the infection cycle to assure a long-term healthy state.

Jay A. Levy, professor of medicine, one of the first researchers to discover the cause of AIDS — the virus that has come to be identified as HIV — will head the research effort, called the Acute Infection and Early Disease Research Program.

"The primary thrust of the UCSF effort will be to study early HIV pathogenesis with a focus on the amount of virus in the blood and lymph tissues during acute infection and how the immune system responds against this virus," says Levy. "Various treatments will be offered early in the infection for those who decide to receive them. We can then determine if early therapy helps and what effect treatment has on the virus, the immune response and the clinical course."

The UCSF study will evaluate the effect of therapy on: viral load, the rate at which the virus is produced, immune activation, and CD8+ T cell function. "These studies will provide insights into the pathogenesis of HIV infection and contribute to the development of new approaches for treatment," Levy says.

The new program has already begun recruiting participants. Persons interested in participating are asked to call San Francisco General Hospital's Options Project, an early intervention program which opened last July. The program is geared for persons who have been infected with HIV for less than six months and is dedicated to attacking the virus in the initial phase of infection in the hope that the new therapies that are now available will be most successful when used early. The Options Project also has several other research studies available for persons with early HIV infection. For information about other studies, call the Acute Infection and Early Disease Research Program at 502-8100.

"The award of this grant represents the first achievement of the newly-created AIDS Research Institute (ARI) and reflects the cooperation and collaboration of many investigators from the several UCSF campuses with different areas of expertise," says Thomas Coates, UCSF professor of medicine and epidemiology and director of the ARI. "We are hopeful that this accomplishment is the first of many future successes by the ARI for these multidisciplinary approaches to find a solution to HIV and AIDS."

Regents to discuss student outreach, domestic partners

By BRAD FOSS

While UC Regents postponed until September taking action on the merger of UCSF Stanford clinical services, they will address recommendations from the UC Outreach Task Force on programs to better prepare California's minority students for admission to UC and consider whether to offer domestic partner benefits to faculty and staff.

On Thursday morning, Regents will vote on the task force's 58-page final report, which details a $60.5 million four-point strategy to improve K-12 academic achievement and increase enrollment eligibility at UC for underrepresented minorities.

Established by the Regents when they ended UC's affirmative action programs in 1995, the task force recommends establishing intensive partnerships between UC campuses and California's lowest-performing K-12 schools to promote academic success and high educational standards. An 18-month review of student achievement and minority enrollment in higher education by the task force reveals that 4 out of 5 students in these schools are either African American, American Indian, or Latino. Eligibility for admission to UC among these groups pales in comparison to the eligibility percentages among whites and Asian Americans. Data from 1990 shows that 32.2 percent of Asian American and 12.7 percent of white high school graduates qualified to attend UC, while only 3.9 percent of Latino and 5.1 percent of African American students were eligible.

"While factors outside the schools also influence these outcomes, it is clear that the role of the schools is critical and that school improvement provides the most effective single means by which the University can assist in providing equitable opportunities for UC access by all students," the task force's report says.

The comprehensive plan calls for greater attention to curriculum, student counseling and parent involvement. The task force proposes expanding existing academic development programs, such

(See **Regents** on page 2)

Regents' merger discussion postponed

The meeting of the UC Board of Regents' Committee on Health Services, which had been scheduled for Wednesday, July 16, at Laurel Heights, has been postponed until the Regents' September meeting, it was announced last week.

The committee had been scheduled to authorize and forward to the full board those agreements necessary to implement the merger of UCSF and Stanford clinical services.

UC President Richard C. Atkinson and Regent Chair Tirso del Junco said the postponement of the meeting was necessary because all parties to the merger agreed that several issues related to finances and apportionment of liability could not be finalized in time for the committee's consideration next week. Those matters should be completed in time for the Regents' next regularly scheduled meeting on Sept. 18 and 19, they said.

Reaction to the postponement at UCSF was mixed, although some looked on the bright side. "From my point of view, the postponement gives us more time to discuss the important academic and educational issues regarding the merger," said William Wara, chair of the UCSF Academic Senate.

Landefeld appointed geriatrics chief

Seth Landefeld has been appointed chief of the division of geriatrics and director of the UCSF-Mount Zion Center on Aging.

Landefeld's appointment at UCSF represents an effort to provide a more seamless integration of the many programs on aging at UCSF. The creation of the chief of the division of geriatrics is also expected to lead the way to an expansion of the division at a time when there is a great need to meet the health care challenges of this growing population, says Lee Goldman, professor and chairman of the UCSF department of medicine. Goldman announced the appointment, which became effective July 1. "Dr. Landefeld is a world-renowned expert in improving care of elderly individuals. He has designed remarkably innovative approaches to keeping people healthy as well as improving outcomes when people do go into the hospital. He's widely recognized as a superb mentor to trainees and young faculty," Goldman said.

Landefeld

As chief of geriatrics, Landefeld will oversee the School of Medicine programs in this specialty at the VA Medical Center, at the UCSF Medical Center, UCSF/Mount Zion and SFGH. Landefeld also will direct programs within the Center on Aging, which integrates a consortium of UCSF programs, including the health policy center known as the Institute on Health & Aging; the UCSF-affiliated Goldman Institute on Aging, which offers a wide variety of research, health and support programs; and aging programs within the Institute on Health Policy Studies, an organized research unit.

"I am particularly excited that in addition to becoming chief of the division of geriatrics, Dr. Landefeld will become chair of the Center on Aging's Executive Committee, which was set up to bring together all the gerontological activities on campus," said Larry Feigenbaum, clinical professor of medicine and founding director of the Goldman Institute on Aging. "He has wonderful leadership skills and a great understanding of the interdisciplinary nature of geriatrics."

Landefeld, who will be based at the VAMC and at UCSF/Mount Zion, is equally excited about the new position. "This offers a tremendous opportunity for the University and the department of medicine to invest in a new initiative," he said.

Landefeld notes that both modern medicine and research into health has extended survival rates for Americans, but now the challenge is to maintain independence, function and quality of life for older adults.

"We are at a point where we can build on what we have learned to improve care for older people. We don't yet know all the answers, but we are beginning to discover some exciting solutions."

In addition to his previous position as professor of medicine at Case Western Reserve University in Cleveland, Landefeld was head of the Division of General Internal Medicine and Health Care Research at the University Hospitals of Cleveland and the Cleveland Veterans Administration.

He earned bachelors degrees from Harvard College and Oxford University, and received his medical degree from Yale University. His postdoctoral training included medical residency at UCSF, where he also was chief medical resident. He was also a Henry J. Kaiser Family Foundation Fellow in general internal medicine.

Landefeld's wife, Mary-Margaret Chren, will join the UCSF faculty in dermatology and medicine. They have three children, ages 12, 7 and 4.

— Dale Martin

Heart association honors Froelicher

Erika Froelicher, professor of physiological nursing and adjunct professor of epidemiology, received the American Heart Association's (AHA) Award of Meritorious Achievement in Dallas recently.

Froelicher

She was one of seven AHA volunteers honored at the group's annual meeting for "significant accomplishments or projects that have advanced the association's objectives."

Over the past two decades, Froelicher has worked as a researcher, educator and clinician in the field of primary and secondary prevention of heart disease and cardiac rehabilitation. Her contributions to the association's goal of reducing death and disability related to heart disease and stroke have been substantial, according to the AHA. Froelicher has disseminated and advanced new knowledge related to clinical management, counseling and behavioral interventions of patients requiring rehabilitation services.

"Her numerous achievements as a researcher, educator and clinician in the field of primary and secondary prevention of heart disease and cardiac rehabilitation have contributed significantly to the quality of life for cardiac patients and families," according to the AHA.

Froelicher has served in various roles in the AHA's California, Greater Los Angeles and Washington affiliates. Nationally, she has been a member of Behavioral Science, Epidemiology and Prevention Research Study Committee; Council on Cardiovascular Nursing and the Scientific Sessions Program Committee, among others.

United Way salutes two women

Two women at UCSF were recently acknowledged as all-stars of the Bay Area's philanthropic community at the 1997 United Way Annual Awards, a celebration of outstanding volunteer and community service leaders.

Helene Nemschoff, chair of the Friends of the Institute for Health and Aging and vice chair of the Marin United Way Board, received the Outstanding Civic Leader Volunteer Award and Katherine Riordan, special events coordinator in the Department of Public Affairs, received a volunteer merit award.

Nemschoff was honored for her "outstanding contribution of public service resulting in the improvement of lives in the Bay Area." She has worked with United Way for four decades, has served as executive director of the San Francisco Volunteer Center and the Ross Valley League of Women Voters. She has also served as chair of the Buck Center for Research in Aging and is chair of the development committee of the Institute for Health and Aging.

Riordan

Riordan has coordinated a variety of successful projects at UCSF that include the United Way campaign, Week of Caring and Take Our Daughters to Work Day. Riordan serves the United Way in several capacities. She is a member of the organization's county leadership board, as well as its agency relations and marketing committees. Riordan chaired the Week of Caring in San Francisco County in 1996 and is a chair of the marketing committee of the South of Market Child Care Center.

Regents (from page 1)

as the Early Academic Outreach Program, the Puente Project and the Mathematics, Science, Engineering Achievement program, as well as launching an aggressive media program to address the perception that UC has lessened its commitment to diversity. In fact, campuses have remained active in developing creative outreach programs to increase the pool of qualified minority applicants.

Another outreach recommendation calls for "harnessing the University's research expertise" to identify the causes of educational disparity in California and to assess the effectiveness of its existing and proposed outreach programs.

Acknowledging the "great difficulty" the University would have in doubling its annual outreach funding, the task force also says, "these costs can and should be borne by all of those who have a stake in a revitalized K-12 system." If the plan is approved by Regents, UC would launch a large-scale fundraising campaign seeking foundation and corporate support, as well as additional state financing.

Domestic partners

The Regents consideration on Thursday afternoon whether to offer domestic partner benefits, first recommended by the Academic Council in 1994, is slated for discussion only. No formal action will be taken.

Background on policy, cost estimates and current practices at similar institutions provided to Regents falls into two major categories: extending health and retirement benefits to domestic partners of UC faculty and staff and broadening eligibility for student family housing to domestic partners of students.

According to estimates prepared for Regents, sign-up rates for health and retirement benefits for same-sex partners at UC would be between .5 and 2 percent and 3 to 6 percent, respectively. If benefits were offered to same- and opposite-sex domestic partners, sign-up rates could quadruple. Cost estimates, too, vary widely.

Harvard, Stanford, Yale and Massachusetts Institute of Technology – among eight institutions UC used for comparison – each extend some form of health and retirement benefits to domestic partners and their children. At these particular institutions, however, benefits are offered to same-sex domestic partners only because they do not have the option to become legally married. Universities offering such benefits said they did so for reasons of competition, employee morale, to acknowledge/promote workforce diversity and to comply with existing nondiscrimination policies.

In a July 1 letter to Regents, UC President Richard Atkinson said that information gathering within the UC system has shown "widespread support" at all levels, from the UC Student Association to chancellors.

UC General Counsel James E. Holst is expected to address the legal aspects of the domestic partners issue, as well as offer his analysis and opinion on the implications for UC of the ordinance recently enacted by the City and County of San Francisco requiring its contractors to provide benefits to domestic partners. UCSF has for many years contracted with the City of San Francisco for the operation of San Francisco General Hospital and has many city and county contracts for other services, such as psychiatric care.

Fellow to study molecular basis of prostate cancer

Erick Falconer, a third-year medical student, has been selected as a fellow by the Fellowship Program in Academic Medicine.

Sponsored by the Bristol-Meyers Squibb Company, the program provides research funding to medical students who show exceptional potential for careers in research and academic medicine. As a fellow — one of only 34 students selected this year — Falconer will carry out investigations into the molecular basis of prostate cancer and will participate in a national symposium.

Falconer's interest in biomedical research dates from his college years at Tougaloo College where he graduated in 1994 with a BS in biology. He plans to spend a portion of next year working with Jeffrey Lawrence and Corey Largman at the hematology/oncology division at the San Francisco VAMC investigating the role of several HOX genes in prostate cancer.

HOX genes are members of the homebox family of genes, which have been shown to code for transcription factors important in embryogenesis. Recent work in the laboratories of Lawrence and Largman has demonstrated that three HOX genes are expressed in the normal prostate. Because genes involved in development are frequently linked to carcinogenesis, these HOX genes may play a role in the development of prostate cancer.

Falconer's goal is to determine whether any of these three HOX genes is expressed at abnormally high levels in benign hyperplastic tissue or in prostate cancer cells. A better understanding of the transcriptional processes regulating differentiation and cell death in prostate cells and the perturbations that occur in these processes during carcinogenesis may provide insights into new therapies and may improve the diagnosis of prostate cancer.

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received June 22-28,1997.

$100,000 - $499,999
Arkay Foundation
Howard Hughes Medical Institute

$25,000 - $99,999
Bank of America - Giannini Foundation
LI-COR Incorporated
Edward M. Nagel Foundation
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Officials give update on leasing option

When UCSF Stanford Health Care begins operations, many members of the new medical center's staff will remain UCSF employees "leased" to UCSF Stanford.

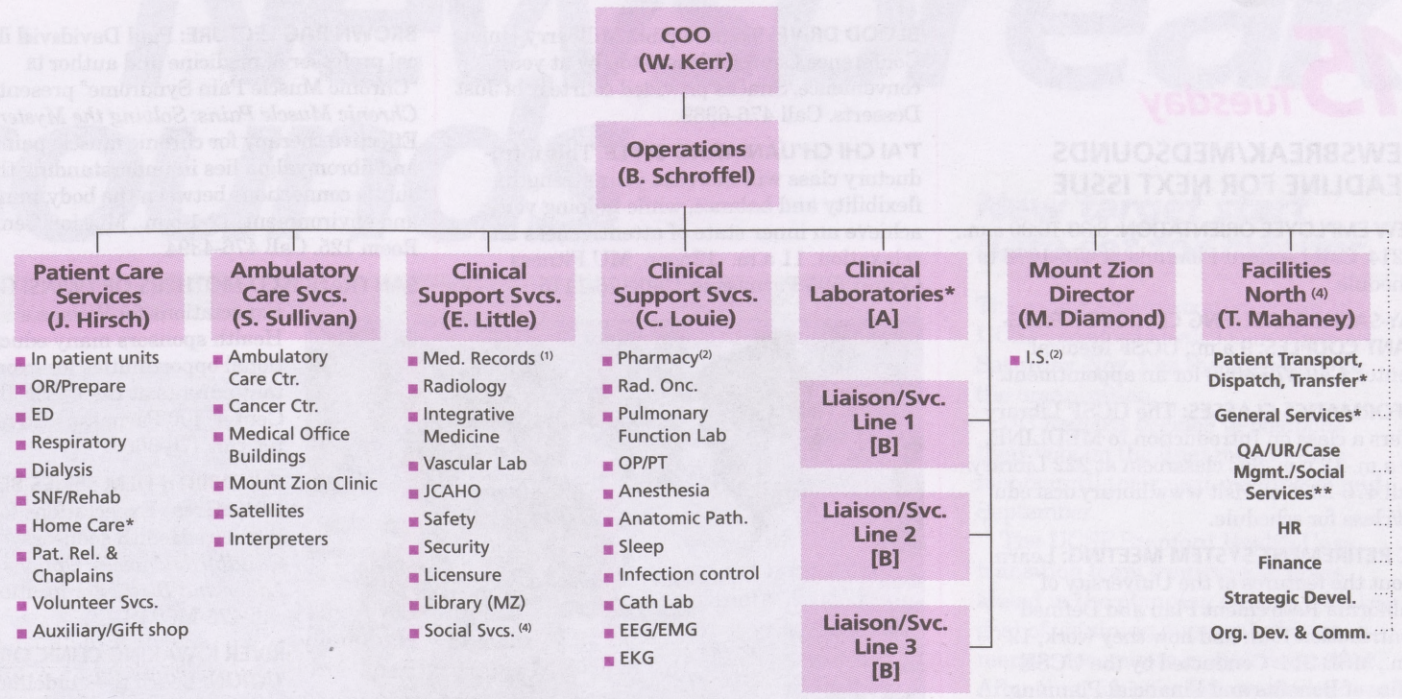
The employee-leasing plan allows UCSF employees who meet certain age and service criteria to remain in the UC Retirement Program (UCRP).

Although the agreement is designed to give these employees who receive job offers from the merged medical center the option of remaining with UCSF or joining the new organization, some of the lease-eligible workers feel uncertain about such an unfamiliar work situation. UCSF's merger hotline number — 502-2407 — receives up to 50 calls a day, with the largest share of the questions concerning leasing.

Questions and concerns are being addressed at information meetings to be held at various campus sites, and letters explaining details of the arrangement are being prepared for mailing to more than 1,000 employees eligible for leasing.

Employees who are leased will be an employee of UCSF and will perform their job duties in support of UCSF Stanford Health Care. The adjacent chart depicts how UCSF Stanford's operations will be organized at UCSF. Leased employees will be governed by all UCSF terms and conditions of employment including UC wages, hours, policies and collective bargaining agreements.

UCSF Stanford Health Care — North Campus Operations



Note: Dotted-line relationships to CMO and other Operations not shown

* Shared services

** Shared services; pending analysis by CMO

(1) Medical records will be merged across sites within one year, reporting to a single administrator.

(2) Pharmacy directors will jointly draft a strategic plan under leadership of one of the heads of Operations, within six months

(3) Pending appointment of CIO

(4) Pending further review

Source: UCSF Stanford Health Care

Selection process key

[A] Current incumbents considered first

[B] Current incumbents and other qualified displaced employees considered first

[C] Job will be posted

MERGER NOTES

Merger transition group to meet July 17

Lois Goodwill, who holds a PhD in clinical psychology, will lead a merger support group on Thursday, July 17, from 11:30 a.m.. to 1 p.m., in Toland Hall. Participants will be able to share information on reactions to change, symptoms of stress and strategies to cope with a changing work environment. Counselors from the Faculty and Staff Assistance Program will answer questions and address individual concerns. All faculty and staff affected by the merger are encouraged to attend.

Town hall meeting on merger canceled

The town hall meeting, slated for Thursday, July 31, to give an update on the merger in Cole Hall has been canceled.

Bruce Wintroub, chief medical officer of UCSF Stanford Health Care, will be out of town that day.

Senate (from page 1)

More than 200 people, including top officials of UCSF Stanford Health Care, attended the second special Academic Senate meeting held to continue discussion of its last meeting in May when the debate over the merger became heated at times. That first meeting came about after the UCSF Faculty Association, an independent, dues-supported organization created systemwide about 20 years ago to work to improve the general welfare of faculty, petitioned the Academic Senate to hold a forum to discuss details of the merger. The association made the request in response to a poll of its members that showed diverse views about the merger and nearly unanimous desire for more information.

"Clearly, the UCSF Academic Senate must play a proactive role to evaluate the merger as it affects academic life," said professor of psychiatry Leonard Zegans, who chaired the special meeting. He added that faculty need to look at the impact the merger will have on shared governance, accountability, academic oversight and schools other than the School of Medicine.

Zegans opened the meeting saying that now is not the time for faculty to question the motives for the merger and to realize that UCSF Stanford leaders have the best interests of UCSF in mind as they proceed with organizing the new enterprise.

Chris T. Anderson

Guest speakers Arnold Relman, professor emeritus at Harvard Medical School, left, and Charles Parrish, professor at Wayne State University, addressed faculty at a special meeting of the UCSF Academic Senate last Tuesday.

Compared to the forum in May, when a few faculty members opposed to the merger expressed serious concerns, last Tuesday's meeting was more sedate. The strongest words came from guest speaker Charles Parrish, a professor at Wayne State University, who is active in the American Association of University Professors and is a strong advocate for shared governance.

"Few UCSF and Stanford faculty have been invited early on to discuss the merger," Parrish said. "Essentially, they have been told what has happened after the fact."

Parrish called this "snared governance" and urged faculty to educate themselves on issues relating to the merger.

Bruce Wintroub, chief medical officer of UCSF Stanford Health Care, pointed out that eight committees, each with five faculty members from each campus, are working on integrating clinical activities of UCSF and Stanford. While the leadership of the teams were selected by the UCSF Stanford Leadership Group, the faculties named the remainder of the participants. The ad hoc teams are expected to submit interim recommendations by the end of July.

Another guest speaker, Arnold Relman, professor emeritus at Harvard Medical School and past editor of the New England Journal of Medicine, criticized the lack of national leadership to raise support for academic health centers whose triple missions of teaching, research and patient care are at odds with cost-cutting practices prevalent in the managed care era.

"Anyone who believes the marketplace will solve the health care problem isn't looking steadily at the facts," said Relman, who reiterated the many reasons for merging: to achieve economies of scale, a larger market share and gain leverage when negotiating with managed care companies and avoid duplication in tertiary care services.

Professor of cardiology, Stan Glantz, who remains skeptical of the merger, said he was disappointed in the way Tuesday's discussion had "degenerated" to talking about voting privileges for UCSF Stanford faculty representation. "The merger presents very profound issues for this campus," he said. "I was looking forward to a spirited debate."

At its next Academic Senate meeting, which has yet to be scheduled, faculty are expected to hear more about the pros and cons of the proposed merger.

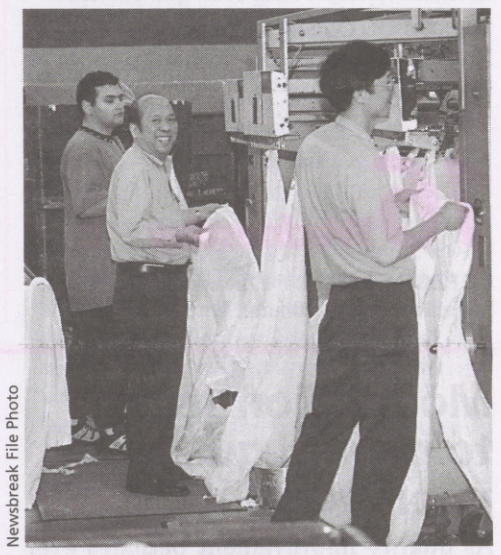
Finding money in the wash

Highlighting the benefits of the impending merger, UCSF Stanford Health Care recently announced that it will save hundreds of thousands of dollars annually by combining laundry services. The plan calls for hiring 23 additional full-time employees.

"It's just a good deal all around," says Bruce Schroffel, interim director of the Medical Center. "We've created a whole set of jobs that are a direct result of this merger."

Stanford Health Services and Lucile Packard Children's Hospital, both of which previously contracted with privately owned launderers, will now save an estimated $270,800 up front, and an additional $288,500 annually for the new organization by sending their dirty linen to UCSF's in-house laundry and linen facility at Oyster Point.

UCSF currently processes 9 million pounds of laundry and expects to wash an additional 3.8 million pounds as a result of the merged laundry services, increasing total volume by 42 percent.



Newsbreak File Photo

Workers at Oyster Point.

In years past, UCSF's laundry services had been targeted for budget reductions. But now officials of the new organization say that laundry operations will expand with the new enterprise.

July 15–21, 1997

15 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

NEW EMPLOYEE ORIENTATION: 8:30-10:30 a.m., S 214. Call Leonard Florendo at 476-1073 to schedule.

TAY-SACHS SCREENING CLINIC FOR PREGNANT COUPLES: 9 a.m., UCSF Medical Center. Call 476-4080 for an appointment.

INFORMATICS CLASSES: The UCSF Library offers a class on Introduction to MEDLINE, 10 a.m.-12 p.m., PC classroom at 222 Library. Call 476-2337 or visit www.library.ucsf.edu /ed/class for schedule.

UC RETIREMENT SYSTEM MEETING: Learn about the features of the University of California Retirement Plan and Defined Contribution Plan and how they work, 12 p.m., MSB 214. Conducted by the UCSF Office of Benefits and Financial Planning.

ON RACISM: The Women's Resource Center presents *Uprooting Racism: How White People Can Work For Racial Justice.* Join others interested in social change who want to act on the conviction that racism is wrong. Come to a focus group designed to foster dialogue. Sections of Paul Kivel's book "Uprooting Racism" will be read and peer discussion groups will be formed, 12-1 p.m. Call 476-5837 for location and registration.

BROWN BAG LECTURE: Cecily Cosby, nurse practitioner, of the UCSF Traveler's Clinic presents *Healthy International Travel.* Guidelines for avoiding illness while traveling abroad. 12-1 p.m., UCSF/Mount Zion Medical Center, 1600 Divisadero, Herbst Hall. Free. Call 476-4394.

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences, 12-1 p.m., N 617. Free. Call 584-4416 to register.

16 Wednesday

UC REGENTS MEET: Public comment periods begins around at 10 a.m., Laurel Heights.

BLOOD DRIVE: 9 a.m.-5 p.m., Millberry Union Conference Center. Please stop by at your convenience. Snacks provided courtesy of Just Desserts. Call 476-6989.

T'AI CHI CH'UAN: YANG STYLE. This introductory class will increase your strength, flexibility and balance, while helping you achieve an inner state of attentiveness and relaxation. 11 a.m. -12noon, MU Fitness Center, 505 Parnassus. Call 476-1115.

MERGER TRANSITION SUPPORT GROUP: The Human Resources transition team is offering support groups for employees impacted by the UCSF Stanford Health Care merger. 11:30 a.m.-1 p.m., S 182. Call 656-4646 for more information.

BROWN BAG LECTURE: Joseph C. Presti Jr., assistant professor in residence, department of urology presents *Refining Our Ability to Detect Prostate Cancer.* Learn about new developments in the use of prostate specific antigens, ethnic considerations and biopsy strategies. 12-1 p.m., N 225. Call 476-4394.

BROWN BAG LECTURE: Paul Davidson, clinical professor of medicine and author of "Chronic Muscle Pain Syndrome" presents *Chronic Muscle Pains: Solving the Mystery.* Effective therapy for chronic muscle pains and fibromyalgia lies in understanding the subtle connections between the body, mind and environment, 12-1 p.m., Mission Center Room 125. Call 476-4394.

SAN FRANCISCO MOTHERS OF TWINS: Great Expectations for Women's Health sponsors many educational opportunities for expectant parents at the UCSF Birth Center, 400 Parnassus. To register, call 476-6667.

CHILDBIRTH FILM SERIES BEGINS: Great Expectations for Women's Health sponsors *Childbirth Choices: Options for Labor and Birth.* For locations, call 476-MOMS.

RIVER KAYAKING CLINIC ORIENTATION: Learn the guidelines for participating in Outdoors Unlimited's river kayak clinic, which teaches the skills required for whitewater kayaking. All prospective clinic participants must attend this orientation where registration will occur. 7 p.m., MU Conference Center. Call 476-2078.

17 Thursday

UC REGENTS MEET: Public comment period starts around 8:30 a.m., Laurel Heights.

BUILDING AWARENESS: Learn about the Feldenkrais Method, an innovative approach to development awareness, which is excellent for seniors and people recovering from an injury, have back troubles or chronic pain. It is also widely recognized as a stress reduction technique, 1:10-2 p.m., MU Fitness Center. Call 476-7712.

18 Friday

UC REGENTS MEET: Public comment period starts around 9:05 a.m., Laurel Heights.

BROWN BAG LECTURE: Nancy Good, clinical psychologist at Children's Hospital presents *Stress Management Through Hypnosis.* Learn about hypnosis, using hypnosis for a specific result and the concept of post-hypnotic suggestion. 12-1 p.m., N 225.

INFORMATICS CLASSES: The UCSF Library offers a class on Genomic & Molecular Biology databases, 3-5 p.m., PC classroom at 222 Library. Call 476-2337 for details.

19 Saturday

SUMMER BBQ: Learn to prepare delicious marinades, dry rubs and basting sauces in this three-hour class, 9 a.m.-1 p.m., St. John of God, 1290-5th Avenue.

20 Sunday

AIDS WALK: Help raise money for AIDS services. 10K trek begins at 10:30 a.m. in Golden Gate Park.

21 Monday

T'AI CHI CH'UAN: YANG STYLE. See July 16 listing.

INFORMATICS CLASSES: The UCSF Library offers a class on the World Wide Web, 1-3 p.m., MAC classroom at 165 A MSB. Call 476-2337 for details.

FULL MOON SEA KAYAKING: Spend a special evening on the Bay in stable, double sea kayaks. Sign up at Outdoors Unlimited Rental Center. Cost $35/45/50. Call 476-2078.

Mount Zion seeks to reward quality improvements

As quality improvement becomes ever more important in healthcare today, UCSF/Mount Zion is paying more than attention to efforts that improve patient care and operations.

For the second year, Mount Zion will present the Sudikow Awards, which come in the form of accolades and cash prizes to teams and individuals who are recognized for innovative projects.

Originating from a generous bequest by a former patient, the Sudikow Awards will be presented during a special ceremony on Monday, Dec. 1.

"We want to remind people early so they can begin thinking about appropriate projects to submit," says Jane Hirsch, associate director of the UCSF Medical Center. "There are significant quality improvement efforts going on in Mount Zion departments and this award is a wonderful way to acknowledge and recognize both individual and team efforts."

Letters are currently being distributed to employees throughout the UCSF/Mount Zion Center informing them of the awards, which reward contributions that result both in measurable improvements in the processes or outcomes of care as well as financial savings. Under the second round of awards, certificates of recognition and a monetary awards of up to $3,000 will be presented to individuals while team awards can receive up to $14,000.

In February, three teams were presented with a total of $18,080, while individual amounts ranged from $400 to $3,200.

The first-place award during the first presentation in February, for example, brought a $12,000 prize to a 10-member multidisciplinary team for service enhancements to patients diagnosed with congestive heart failure. Through a variety of improvements in documentation, intervention and follow-up actions, the team was able to reduce the average length of stay for patients and save the medical center $65,000 from April to October 1996.

The awards are open to current employees, attending physicians, residents and other members of the UCSF/Mount Zion medical staff. Applications are now available and must be submitted by Friday, Oct. 10.

— By Dale Martin

Bye, bye birdie!

The blackbird that terrorized the people of Parnassus for weeks is either lying low, flew north for the summer, became publicity shy, grew bored of the campus, was leased to another medical center, or finally mellowed out.

Security services officer Kenny McTear, a two-time victim and eyewitness to dozens of attacks by the head-hunting, pigtail-pecking protector of her nest, says he has not seen the bird in several days. He also admits that he sort of misses the bird that claimed the Emergency Department parking lot as her territory.

Her disappearance coincided with the mysterious placement of "beware of bird" warning signs up and down Parnassus Avenue. According to the Facilities Management department, it did not order the signs that decorate many of the New Zealand Christmas Trees, and it does not know who placed them. Most likely, it was time for the bird's young ones to leave the nest.

That happens, experts say. Will the blackbird return? Has she taught her tactics to the pigeons of Parnassus? Tune in next season for Birds III.

UCSF ranks first in federal funding

UCSF is No. 1 in federal funding among both public and private academic health centers, ahead of Johns Hopkins, Stanford and Yale.

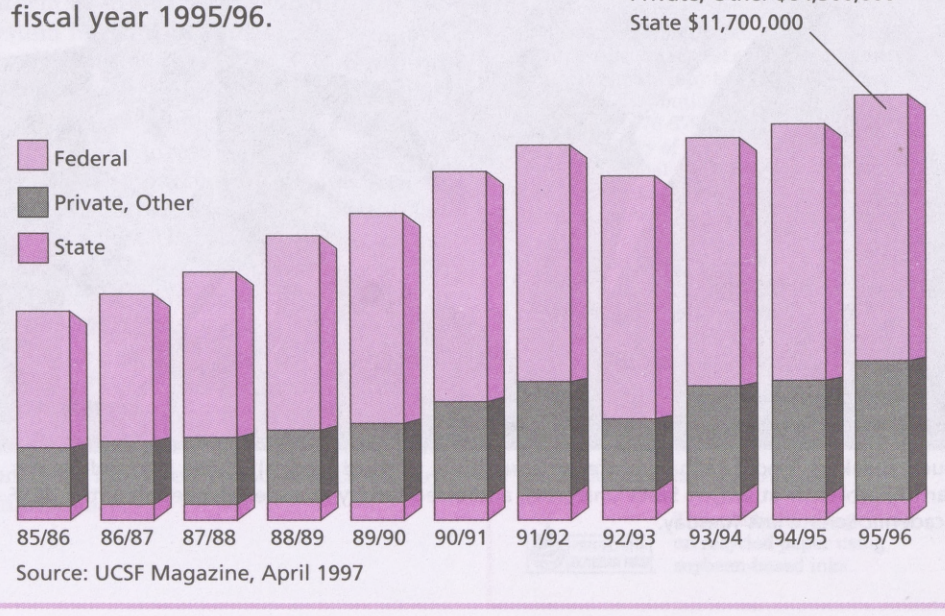
"Building the University of California has been an achievement without parallel in the history of the world," says Hugh D. Graham, a professor of American history at Vanderbilt University. He and Nancy Diamond, an administrator at Goucher College, co-authored a new book, "The Rise of American Research Universities: Elites and Challengers in the Postwar Era." In their study, they found that the UC as a system leads the nation in research excellence and productivity among public universities.

In a ranking that combined three areas — science, social science and the arts and humanities — the study concluded that the Berkeley campus is No. 1 and Santa Barbara No. 2, among public research institutions. UCSF was considered separately as a medical school.

The survey excluded subjective data and information regarding reputation. Instead, it measured federal research dollars awarded, scientific and scholarly journal articles published and prestigious fellowships won. The survey also compared data at the institutional level, rather than by discipline or department or school and included a control for the size of the institution. To level the playing field between large and small campuses, the researchers divided the totals in each category by the number of faculty at each institution to get per faculty performance.

INSIDE UCSF

Financial support for UCSF's research programs rose 7.2 percent during the fiscal year 1995/96.



Source: UCSF Magazine, April 1997